



State of California

Employment Training Panel

CASE STUDY

Arnold Schwarzenegger, Governor

Video Products Group

Video Products Group (VPG) is a small company in Camarillo, California, that designs and manufactures telecommunication equipment. With only 31 full-time employees, VPG would have had a difficult time conducting a large training effort and sustaining their business at the same time. Under ETP's Small Business Pilot Project guidelines, the company was allowed to provide a relatively small, but significant amount of training in a short timeframe.

Originally formed through partnerships between Corning, Plessey, IBM, British Telecom, DuPont and Hewlett-Packard, VPG has a lineage that assures design and product excellence. VPG became a separate organization in 1996 and has rapidly grown not only by continuing the traditions established through its previous partners, but also by entering the digital age of video with a wide selection of innovative, feature-rich products that combine the latest advances in optical communications, long-haul transport, data communications, and video technologies.

VPG was intent on gaining some very specific results, as they set out to provide training that would introduce a 'team spirit' to their workers; training that was based on improved communication between departments that would have a positive effect on production. The company also wanted to prepare for growth while training employees and improving their overall margins.

VPG provided training in Lean Manufacturing because the company felt it would provide the most impact and addressed their specific needs best. The 39 hours of training per employee was completed in just over a month, which was the quick 'shot in the arm' the company needed. The training provided an improved team spirit and a more efficient work flow for the entire company, and allowed them to educate the entire team about 5-S, Value Stream Mapping and Supply Chain Processes.

VPG representatives stated that the training that was afforded their employees would not have been feasible without the support of ETP. They added that ETP staff were extremely helpful in providing hands on assistance from the time of application throughout the process, which minimized the company's administrative burden and made the entire process "pain-free."

VPG trained 10 employees and received \$7,800 in reimbursements from ETP. Although ETP funds did not amount to a large sum of money, the reimbursements were significant to the small company, and fulfilled all their training goals. VPG stated that the most positive aspect of the ETP-funded training, was the creation of a more efficient and productive environment in all areas of the company, which has improved the bottom line.

"Many thanks to the ETP for this excellent training program. No man is an Island. Every worker needs to feel like he/she is a valuable team player."

**Helen Keane, CEO
Video Products Group**

For information regarding the ETP program, call ETP's Economic Development Unit at 916/327-5640 or e-mail edu@etp.ca.gov